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MEMORANDUM TO: Colonel White

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1. The following are some observations on [REDACTED] summary of an opinion survey, regarding CIA career service, conducted among members of a recent BIC course. The method employed was to circulate a questionnaire (with no names required) which requested individual comments on a few questions.

a. 55 percent of the total number (76) of trainees polled were between the ages of 25-34.

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b. 24 (or 31 percent) of the trainees had less than one year of CIA experience. At first glance, [REDACTED] summary might be criticized on the basis that the data presented are of limited value because of the presence of so many relatively new employees. However, closer scrutiny shows that the comments made on the more important categories, such as "overseas returnees", "promotions", and "placement" originate, with only a very few exceptions, from personnel who have had at least one year's service, and who are, therefore, probably qualified to express the opinions quoted.

c. The "biggest" single complaint expressed by the trainees as reported in this summary is the Agency's lack of program for personnel assignment planning. There were 15 comments alone made on this point with respect to the difficulties of placement confronting overseas returnees. In addition, comments made by a number of other trainees reflect feelings that this same lack of planning is prevalent in such other contexts as purely domestic placements, promotions, evaluations, separations, and so on.

d. Just as the comments regarding lack of personnel planning merely reaffirm existing knowledge of shortcomings in the Agency's personnel program, so do the remaining statements reflect problems that are well known, such as:

(1) The widespread failure of supervisors to inform employees where they stand with regard to adequacy of performance,

(2) The lack of information conveyed to employees regarding impending changes, and

(3) The numerous other things which illustrate the absence of effective supervision throughout the [REDACTED]